



# Northern California Worksite Wellness Coalition

## **Mission**

The mission of the Northern California Worksite Wellness Coalition is to provide a forum where corporate leaders, human resource professionals, wellness professionals, and other interested parties can collaborate and share best practices in worksite wellness to promote healthy behaviors for the employees and families of the membership.

## **Benefits of Membership**

- First year membership dues free
- Access to health & wellness materials, resources, and best practices
- Support for current wellness efforts
- Recognition opportunities
- Quarterly events and roundtable discussions– free to members
- Exclusive networking opportunities with Coalition members

## **Corporate Sponsorship Opportunities Available**

- Website Sponsorship
- Meeting Hosting
- Food & Beverage Sponsorship

**For More Information, Contact:**

[worksitewellnesscoalition@gmail.com](mailto:worksitewellnesscoalition@gmail.com)



# **Northern California Worksite Wellness Coalition Founding Advisory Group**

In early 2012, an Advisory Group of experienced worksite wellness professionals and community advocates formed the Northern California Worksite Wellness Coalition to share best practices and resources to improve the health of workplaces throughout our region.

**Jane Beal**

*Network for a Healthy California—Worksite Program*

**Rob Davenport**

Wellness Consultant, Employee Benefits  
Wells Fargo Insurance

**Cathy Rasmussen**

Principal Consultant  
Healthy Business Designs

**Christopher Tompkins**

Health Programs Manager  
Wellpoint

**Mai Linh Tompkins**

Community Health & Worksite Wellness Advocate



# Northern California Worksite Wellness Coalition Founding Steering Committee Members

The employer-led Steering Committee was formed in 2012 to direct the efforts of the Coalition. Each Steering Committee member organization has a model worksite wellness program—many of which have won awards including the California Fit Business Awards and Healthiest Employer Awards.



We have 14 employees, are an employee benefits firm, and “walk the talk.” We promote wellness to our clients, as well as our own staff. Over the past two years, we have been a winner and finalist at the Healthiest Employer Awards (Small Business under 50 Employees Category, sponsored by the Sacramento Business Journal).

We have a robust board that has a budget, meets monthly, and after 9 years, we now have 100% participation. Our programs range from salad bar lunches to spinning the wheel for prizes every Monday for completing wellness forms. Activities range from eating certain foods, to yoga, to walking, to extreme sports...the points are endless based on healthy activities.

Company Website: [www.benefitsdoneright.com](http://www.benefitsdoneright.com)

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Holt of California truly believes that the hard working men and women we employ are our most valuable resources. The significant amount of time our employees spend at work makes the workplace a logical and convenient place to provide information, encouragement and support for improving their health and well-being. Therefore, we are committed to providing opportunities and programs designed to encourage and support healthy and active lifestyle choices for the long-term physical and mental well-being of our employees and their families.

Over the past seven years we have developed a comprehensive wellness program which we feel helps enrich the physical, mental, emotional and occupational well-being of our employees. Our wellness program includes: a quarterly Wellness at Work newsletter, an annual Fitness Challenge, annual health screenings and health risk assessments, an annual Biggest Loser competition, Weight Watchers at Work, tobacco cessation classes, health coaching, free flu shots, discounted gym memberships, health and wellness related seminars, and an injury recovery program designed to shorten the rehabilitation time and prevent re-injury of some of our workers injured with back, neck, knee and shoulder issues. We are currently implementing a flex and stretch program company-wide to teach our employees the proper body mechanics and conditioning tailored to the essential job functions of each of their jobs. Effective January 1, 2012, we tied participation in our wellness programs to the amount of employer health benefit premium cost-sharing employees receive. Employees receive a 75% employer health benefit premium cost-sharing by meeting the following requirements:

- Participate in the annual company-paid health screenings, which includes completing the Health Risk Assessment and participating in the BMI, blood pressure, blood glucose and cholesterol biometric screening
- Be tobacco free. (This includes smoking and/or chewing tobacco products.)
- Commit to and actively participate in at least one of the following Wellness activities each year:
  - Health coaching
  - Biggest Loser contest
  - Fitness Challenge

Employees who meet the requirements listed above will receive a 75% health benefit premium cost sharing from Holt of California. Those that do not meet the wellness requirements have their employer health benefit premium cost-sharing reduced to 65%.

Results of our Wellness Programs include:

- The identification of several employees at risk for diabetes, high cholesterol, and high blood pressure. These employees' health risks were identified during our annual health screenings and they were instructed to see their primary care physician immediately.
- Over 800 pounds lost by 91 participants during our 2012 Biggest Loser Competition. Holt of California donated \$5.00 per pound lost to the Wounded Warriors Project for a total donation of \$4,140.
- 2012 Health Plan renewals resulted in a premium savings of approximately 10%.

Company Website: [www.holtca.com](http://www.holtca.com)

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We believe our employees are our most important assets. We strive to provide them with the best health care options and information and the means to improve their overall health, both physical and mental. Our senior management is proactive in promoting wellness in order to help reduce sick leave costs, reduce workers compensation claims, and improve employee morale. We empower our employees to be a catalyst for change in improving their health and their lives. As many others have, we see rising health care costs every year. In an effort to help control costs and help our employees improve their health we began our Wellness Program in October 2008. Since then we have conducted an annual Health Fair, which includes conducting Health Risk Assessments to collect pertinent health information. Additionally, we collect data from Worksite Wellness Surveys to continually assess our employees' interests and willingness to participate. At each Health Fair we offer free screenings for BMI, blood pressure, blood glucose, cholesterol, body fat and flu shots. We have offered free a smoking cessation workshop, sponsored by Pfizer, to all employees (and time away from work to participate). We have held several campaigns including the 10-week Take Action Physical Activity Challenge, 10-week Take Action Nutrition Challenge, and Biggest Loser Challenge.

Our program won the 2010 California Fit Business Bronze Award and the Sacramento Business Journal's 2011 Healthiest Employers Award. Senior management at Ray Stone, Inc. is committed to continue to provide health information and opportunities for our employees to become healthier and happier.

Company Website:

[www.raystoneinc.com](http://www.raystoneinc.com)

[www.raystoneseniors.com](http://www.raystoneseniors.com)

[www.raystoneapartments.com](http://www.raystoneapartments.com)

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Eskaton's Employee Wellness Plan was established in 2011 to maintain a workplace where environmental and social changes support and encourage a healthy lifestyle. The Employee Wellness Committee is made up of representatives from each community location and meets monthly. The goals of the Eskaton Employee Wellness Program are to keep people healthy, manage disease/illness, promote smart consumerism, and achieve high participation.

Annual interest surveys are distributed throughout our 18 major locations to capture the primary interests of approximately 1,800 employees.

Eskaton's Health Plan is very affordable providing full medical, dental and vision coverage for employees and their families. For the 2<sup>nd</sup> year in a row, employees did not experience increases to their premiums.

Communication is done primarily through a monthly wellness letter, which is distributed to all employees and Wellness Bulletin Boards at each of our locations.

Health Risk Assessments were done at all of our communities as well as 1:1 coaching follow ups through Sutter Health. Company-wide challenges are done several times per year to encourage healthy behaviors. Complimentary fresh fruits are provided in many of the staff lounges. Yoga classes and chair massages are offered on-site at some locations. An Employee Assistance Plan is offered at no charge to all employees. Organized activities such as snow skiing trips, running/walking clubs, organized bike rides, charity runs, triathlons, softball tournaments, and hikes are calendared. Corporate discounts to gym memberships are offered to all employees. Healthy potlucks and brown bag educational lunches are scheduled throughout the year as well. Information on the benefits of healthy behaviors and resource on specific health concerns are available at all of our communities.

Company Website: [www.eskaton.org](http://www.eskaton.org)

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